

## STRATEGIC INITIATIVES

**ECONOMIC DEVELOPMENT** that is innovative and business-friendly and that includes a variety of strategic tools, re-development of older and vacant areas, and a focus on the downtown.

**COMMUNITY ENGAGEMENT** to build pride in our city and to encourage a wide range of civic leadership. This includes the involvement of neighborhoods, non-profit and faith-based organizations, and direct communication with citizens.

**QUALITY OF LIFE** for citizens of Mesa that includes safe and clean neighborhoods and parks, cultural and arts amenities, and excellent educational opportunities. All of which should be sustainable and environmentally responsible.

**REGIONAL LEADERSHIP** that addresses challenges that require regional cooperation, such as transportation and water. Regional leadership that is innovative, that focuses on sustainability, and that includes partnerships with educational institutions.

**FINANCIAL STABILITY** that provides proactive leadership and considers all financial factors, such as revenues, expenditures, taxes, budgeting, and efficiency.

## 2008/09 STRATEGIC PLANNING GUIDE



# EXPECTATIONS and CONTRIBUTIONS

## Mesa City Council and Staff

| COUNCIL/POLICY |   | STAFF/ADMINISTRATION |   |
|----------------|---|----------------------|---|
| I.             | <p><b>Expectations elected officials have of staff. What does the governing body expect of staff?</b></p> <ol style="list-style-type: none"><li>1. Present information honestly and completely.*</li><li>2. Follow policy and direction; no subterfuge.</li><li>3. Remember you serve the public.</li><li>4. Timely and accurate responses to constituents.</li><li>5. Integrity in job performance.</li><li>6. Pride and commitment to city.</li><li>7. Take ownership and respect public resources, including the money.</li></ol>  | II.                  | <p><b>Expectations staff has of elected officials. What does staff expect of the governing body?</b></p> <ol style="list-style-type: none"><li>1. Clear and unified direction.*</li><li>2. Courteous and respectful of each other.</li><li>3. Respect and trust professional opinion.</li><li>4. Allow staff to take risks without fear of failure.</li><li>5. Be open and honest with staff and citizens.</li><li>6. Represent the community's interest.</li><li>7. Optimistic leadership.</li><li>8. Provide direction through the CMO; but request information to appropriate staff.</li></ol> |
| III.           | <p><b>Contributions of the governing body to staff. What will the governing body give/contribute to staff?</b></p> <ol style="list-style-type: none"><li>1. Be accessible (within reason)</li><li>2. Goals, objectives, expectations, stated clearly.</li><li>3. Reasonable time to complete tasks.</li><li>4. Respect staff in public; no ambush or blame game.</li><li>5. Treat staff as co-workers/colleagues.</li><li>6. Be honest with feedback and evaluation.</li><li>7. Do not include or play politics with staff.</li></ol> | IV.                  | <p><b>Contributions of the staff to the governing body. What will the staff contribute/give to the governing body?</b></p> <ol style="list-style-type: none"><li>1. Honest, accurate, and timely information.</li><li>2. Cooperation, respect, responsibility, and accountability.</li><li>3. Benefit of experience and expertise.</li><li>4. Problem solution and analysis.</li><li>5. Historical perspective and benchmarking best practices.</li><li>6. Strategic alignment with goals and objectives.</li><li>7. Actively listen.</li></ol>   |

\* Indicates the highest priority in the next six months.